



Testimony in support of:

HB 6859 AN ACT CONCERNING PREDICTABLE SCHEDULING.

SB 1177 AN ACT CONCERNING ONE FAIR WAGE.

SB 1178 AN ACT EXPANDING CONNECTICUT PAID SICK DAYS.

SB 1180 AN ACT CONCERNING RIDESHARE AND DELIVERY DRIVER MINIMUM STANDARDS.

March 9, 2023

Luis Luna, Coalition Manager

HUSKY 4 Immigrants

Senator Kushner, Representative Sanchez and esteemed members of the Labor Committee.

My name is Luis Luna, Coalition Manager for **HUSKY 4 Immigrants**, an immigrant-led and immigrant-centered coalition of groups and organizations advocating to open up HUSKY access to all who are eligible regardless of immigration status.

We also belong to **Recovery For All** – a statewide coalition fighting for a better future for Connecticut, bringing together more than 60 community, faith, and labor organizations.

I am writing in strong support of:

HB 6859 AN ACT CONCERNING PREDICTABLE SCHEDULING*

SB 1177 AN ACT CONCERNING ONE FAIR WAGE*

SB 1178 AN ACT EXPANDING CONNECTICUT PAID SICK DAYS*

SB 1180 AN ACT CONCERNING RIDESHARE AND DELIVERY DRIVER MINIMUM STANDARDS*

Right now, Connecticut has hundreds of thousands of working people who are struggling to get by, to raise their families – even as the wealthiest residents and corporations are getting even wealthier. Our crisis of inequity demands a bold response – especially in one of the wealthiest states in the country. These four bills today begin to close the equity gap in our state, and should be supported by this committee.

I want to make it clear that there is a strong connection between immigration status and worker's rights, as immigrants often face significant barriers to accessing basic labor protections.

On HB 6859 AN ACT CONCERNING PREDICTABLE SCHEDULING: Before working with the Husky for Immigrants Coalition, I spent several years organizing workers around the predictable scheduling bill – The hundreds of thousands of impacted workers in Connecticut deserve predictable schedules they can count on. Many of these hourly workers are earning poverty wages, and struggling with unstable incomes week-to-week due to their changing schedules. This bill will ensure they have access to a stable job that respects them and their families, and provides a path to opportunity. In my many years as an organizer on this issue, I heard many compelling stories from workers about how this bill would help them- it's past time this bill became law in Connecticut.

On SB 1177 AN ACT CONCERNING ONE FAIR WAGE: Tipped workers experience particularly high rates of sexual harassment, and the practice of tipping itself is often discriminatory, with white service workers receiving larger tips than Black or Latino workers for the same quality of service. I know this from my personal experience, working in the service industry for over 10 years, I worked in many restaurants and even though I was an experienced service worker, I often was given harder tasks and noticed my white counterparts always m And like unpredictable schedules, forcing tipped workers to rely on tips for their wages creates unstable income flows over time.

On SB 1178 AN ACT EXPANDING CONNECTICUT PAID SICK DAYS: One of the most important rights for workers is access to paid sick days, which allows employees to take time off to care for themselves or their loved ones without risking their income or job security.

Unfortunately, many immigrant workers, particularly those who are undocumented, are often excluded from sick leave policies due to their immigration status. This puts them in a difficult position when they or their family members fall ill or need medical attention, as they may have to choose between their health and their livelihood.

The absence of strong sick leave policies have broader implications for public health. When employees are unable to take time off when they are sick, they are more likely to spread illness to their coworkers and customers.

Ensuring that all workers have access to paid sick days is not only a matter of basic human rights, but also a public health imperative. By working to eliminate barriers to sick leave for all workers, we can help create a more just and equitable society for all.

On SB 1180 AN ACT CONCERNING RIDESHARE AND DELIVERY DRIVER MINIMUM

STANDARDS: Many rideshare and delivery drivers are recent immigrants, and this bill would ensure these (and all) workers are paid fair wages for their work. For the first time in our state, this bill sets minimum pay standards for rideshare and delivery drivers, requires tech platforms to be transparent on what they're both charging customers and paying drivers, and ensures our drivers are treated with reciprocity by neighboring states.

Communities of color have been disproportionately affected by the COVID-19 pandemic, both in terms of health outcomes and economic consequences. The lack of access to paid sick leave, to having access to predictable scheduling, and fair pay only exacerbates this inequity. Workers in low-wage jobs and industries are less likely to have access to paid time off for illness or caregiving responsibilities and making a living wage. This not only puts the health of workers and their families at risk, but also perpetuates economic injustice and further marginalizes communities of color who are already facing systemic barriers to economic opportunity. Addressing this issue requires policies that ensure that ALL workers are protected, regardless of their race or immigration status, to help create a more just and equitable society for all. Connecticut must lead on this and pass this bills.

Thank you for your time,

Luis Luna
HUSKY 4 Immigrants